

G&T SOCIAL VALUE POLICY

July 2022

INTRODUCTION

Gardiner & Theobald is an Independent Construction and Property Consultancy working across all sectors of the built environment. We are a responsible firm and believe in doing the right thing to make a positive social impact in our business operations and the projects we work on. Ethical Thinking is one of our core values and we have a proud history of giving back to the local communities we work in.

This policy outlines the core objectives of our Community Engagement programme through which we deliver social value. These objectives are as follows:

- To create opportunities for social mobility for children in areas where they might not otherwise have them.
- To address the skills gap in construction and support the next generation of built environment professionals
- To improve diversity and inclusion within the built environment
- To support the development of our employees and improve mental health and wellbeing
- To reduce our environmental impact and carbon footprint

We will fulfil these objectives by undertaking the following activities across four key themes:

Employment, Training and Skills

- Creating opportunities for social mobility and improving diversity by engaging with local schools and delivering vocational training through our **NewGen programme**.
- Addressing the skills gap in construction through our extensive **work experience and apprenticeship programmes** encouraging and supporting young people from all backgrounds to consider a career in the built environment.
- Supporting the next generation of built environment professionals through industry partnerships and **NextGen programme**.
- Offering employment opportunities to those who have served in the **Armed Forces**.

Community Engagement

- Providing all employees one day's paid leave to volunteer for charities under any of the following five core themes: Education, Homelessness, Physical Health, Mental Health and Protecting the Environment.
- Delivering social value at project level within the communities we operate by engaging with local people and identifying opportunities to upskill the local workforce.

Employee Development, Health and Wellbeing

- Supporting our employees through our extensive health and wellbeing programme including fully trained Mental Health First Aiders and wellbeing activities and resources.
- Providing a varied programme of **training and development** for our employees at every stage of their careers.

Environmental Responsibility

- Actively reducing our carbon footprint through environmentally friendly policies which include sending zero waste to landfill, eliminating single use plastics and a preference for

public transport over car usage where possible.

- Introducing our Carbon Net Zero policy which aims for our operations to be carbon neutral by 2030.

Governance, measurement and accountability

We will monitor and review our approach to delivering social value so we can continue to be a considerate employer and business, generating positive social value outcomes and leaving a better legacy for future generations.

We will do this by:

- Measuring our social impact internally and externally.
- Recording our social impact using a social value calculator tool, Thrive, based on the Impact UK Framework.
- Report on our social value activities annually.

This Social Value Policy will be communicated to all employees and clients and will be reviewed annually.



ADAM GLOVER
MANAGING PARTNER

GARDINER & THEOBALD LLP

Independent Construction and Property Consultancy
10 South Crescent, London, WC1E 7BD

gardiner.com